



**HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

Number: 05-35


22 June 05

**IMPLEMENTATION POLICY FOR FEDERAL EMPLOYEES HEALTH BENEFITS (FEHB) COVERAGE FOR
CIVILIAN EMPLOYEES CALLED TO ACTIVE DUTY IN SUPPORT OF CONTINGENCY OPERATIONS**

No Expiration

Reference: Technician/AGR Administrative Instruction (TAAI) 05-03, Subject: Federal Employees Health Benefits (FEHB) for Technicians Called to Active Duty in Support of Contingency Operations, dated 06 Jan 2005.

1. The National Defense Authorization Act for Fiscal Year 2005, provides for an extension of continued coverage under the Federal Employees Health Benefits Program for up to 24 months. This provision allows agencies to pay the employee's share, in addition to the government's share, of the FEHB premium for 24 months (previously 18 months), and applies to employees called or ordered to active duty on or after September 14, 2001.
2. To be eligible to continue FEHB coverage and for payment of the employee's share of the FEHB premium, the employee must:
 - a. Be enrolled in FEHB and elect to continue that enrollment.
 - b. Be a member of a Reserve or National Guard component of the armed forces.
 - c. Be called or ordered to active duty (voluntarily or involuntarily) in support of an approved contingency operation (such as Operations Enduring Freedom, Iraqi Freedom, Noble Eagle, etc.).
 - d. Be placed on leave without pay (LWOP) or separated from service to perform active duty.
 - e. Serve on active duty for a period of more than 30 consecutive days.
3. The eligibility for continued coverage begins the date the employee is placed on LWOP or separated from service to perform active duty for a maximum period of 24 consecutive months.
4. Some employees performing military service are not eligible for the full FEHB premium payment by the agency under this law. These are:
 - a. Members of the Army National Guard or Air National Guard performing Full-Time National Guard Duty under Title 32 USC., or any provision of state, territorial, or District of Columbia code.
 - b. Employees called to active duty under Title 10 USC, but not in support of a contingency operation.
5. Employees must elect, using the USERRA Checklist, to retain FEHB coverage during the period of LWOP or separation to perform active duty. Employees must submit proof of qualifying service by providing a copy of written orders to HRO, Customer Services, which specify that he or she has been called to active duty in support of a contingency operation. Orders specifically stating the words "contingency operation" or if the statutory authority listed on the orders is 10 USC 12301 (a), 12302, or 12304 provide qualifying proof.
6. Direct questions concerning this TAAI to Capt. Kenneth DeCelle, DSN: 466-3411 or (916) 854-3411.


STUART D. EWING
Captain, CA ANG
Deputy Human Resources Officer

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